

LFC Requester:	Sunny Liu
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**AGENCY BILL ANALYSIS
2017 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply: Date 2/9/2017
Original **Amendment** **Bill No:** SB329
Correction **Substitute**

Sponsor: Senator Mimi Stewart **Agency Code:** 924
Short Title: INCREASE MINIMUM TEACHERS' SALARIES **Person Writing:** Matt Pahl
Phone: 470-9909 **Email:** matt.pahl@state.nm.us

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY17	FY18		

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY17	FY18	FY19		

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY17	FY18	FY19	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
 Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

SB 329 proposes establishing current minimum salaries in statute. Under the proposal, teachers would have the following minimum salary, based on licensure level:

- Level I = \$34,000
- Level II = \$42,000
- Level III = \$52,000

FISCAL IMPLICATIONS

There are no fiscal implications for SB329. These salary minimums are already in place. Funding has already been provided for the increases in above-the-line funding.

SIGNIFICANT ISSUES

An analysis of starting teacher salaries in 2015 in the region showed that New Mexico salaries were competitive regionally. However, New Mexico starting salaries were much lower, regionally. As a result, increases in level I teacher salaries were prioritized.

Starting Teacher Salaries By District and State – 2015

District	State	Starting Teacher Salary
Midland	TX	\$48,000.00
Amarillo	TX	\$45,518.00
El Paso	TX	\$44,146.96
Phoenix	AZ	\$39,411.00
Salt Lake City	UT	\$39,171.00
Denver	CO	\$38,765.00
Durango	CO	\$36,600.00
Tucson	AZ	\$34,000.00
Flagstaff	AZ	\$34,000.00
STATE MINIMUM	NM	\$34,000.00
Alamosa	CO	\$33,265.00
Colorado Springs	CO	\$32,206.00
Pueblo	CO	\$32,068.00
STATE MINIMUM	OK	\$31,600.00

Grand County (Moab)	UT	\$27,888.00
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*note: Texas, Colorado, Utah and Arizona do not have statewide minimum salaries, so example districts in those states were chosen for the analysis.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS